

High Sick Leave Consumption Public Works & Assets

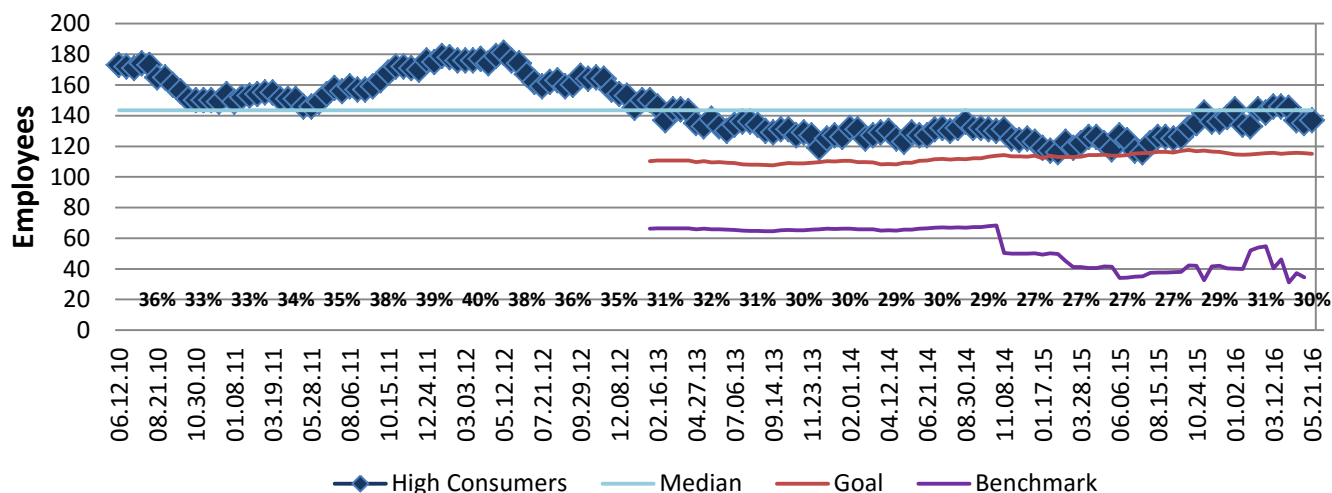


KPI Owner: Vanessa Burns

Process: Sick Leave Management

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary			
Baseline: 40% of total employees in Oct 2012 Goal: Reduce the number of employees with high sick leave consumption to 25% or less of all employees. Benchmark: 7.47% LMG Top Quartile 05/07/16		Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: # of employees who used 9 or more out of 12 sick ¹ days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Supervisors/Managers will met to discuss systematic approach that can be replicated across divisions.			
How Are We Doing?						
06.08.14-05.21.16 Rolling 52wk Avg Goal	06.08.14-05.21.16 Rolling 52wk Avg		05.24.15-05.21.16 Goal	05.24.15-05.21.16 Actual		
116	134		115	137		
Employees	Employees		Employees	Employees		

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Brainstormed Root Causes

Culture

Union Contracts

Lack of Incentives and/or Disincentives

Lack of Knowledge